

THIRD SUMMIT OF EUROPEAN JEWISH LEADERSHIP

PRAGUE, NOVEMBER 18-20 2018



PARTICIPATIVE SESSIONS REPORT

PRAGUE | November 18-20, 2018



Introduction

Between November 18-20, 2018, 270 Jewish leaders from 32 countries gathered together at the Third Summit of European Jewish Leadership to discuss critical issues facing Jewish communities in Europe and their ongoing resilience and sustainability. The conference was organized by the ECJC and JDC.

Participants included lay and professional leaders, social workers, student leaders from big and small Jewish communities and organizations from all over Europe and guests from Israel and the United States.

During the summit, participants shared their experiences and best practices, held in-depth debates and discussions and learned from experts in a number of central topics including leadership, governance, young adults, antisemitism, security, resilience and the challenges of the 21st century for Jewish tradition and values.

The first day of the conference was devoted to the presentation of the main findings of the **JDC European Jewish Community Leader's Survey**, followed by **participatory small group conversations** focused on: (1) Creating a vision of the future leaders of Jewish Communities and (2) Creating ideas of how to respond to the concerns identified through the survey.

The following report presents the main highlights and insights from this session.



What are Jewish Leaders in Europe concerned about?

*“900 of you responded to the survey - its appreciated,
as it was a collective enterprise.”*

Introducing the Findings

Marcelo Dimenstein introduced the session on the findings from the Survey on What are Jewish Leaders in Europe Concerned About. He thanked everyone for their responses to the survey and shared that there had been some doubts expressed initially as to whether it would be possible to recruit people to respond. He went on to say, “But 900 of you did and its appreciated, as it was a collective enterprise.”

This survey started as a way to address changes from 1989/90 and today it’s a useful tool to address changing perceptions. Life in Jewish communities is changing and we need to address this with creativity and information. We need to address this with data driven decision making that can help us to make more effective decisions. It also offers an invitation to consider more focussed community services.



Presenting the Findings

Introduction

Professor Barry Kosmin began his presentation by saying, “On my first visit to Prague, I was welcomed by the Red Army on a grey day. When we look at Prague today, we can only have a sense of optimism about the world”.

He went on to say that this is an unusual presentation because he will be reflecting back what people in the audience themselves have said, “If you don’t like it blame the people around you, it’s a mirror.” He stressed that this presentation is a collective aggregate view by Jewish leaders across Europe not just one community or person. It is the perspective of leaders and not the masses.

Background to the Survey

893 responses were given by leaders of Jewish Communities. This survey is held every three to four years, in order to see what is consistent and what is changing. Even though the numbers of respondents has increased, there is remarkable consistency. A change in this survey is that this time, we had more Italian leaders responding than British leaders. Also, the last survey was done in 5 languages, whereas this time it was conducted in 10 languages which allowed leaders to participate in their own language.

Key Findings

Leadership is aging as we now have, more older leaders. One third of our respondents were women and we again had a 50/50 secular and religious respondents.

What has changed is the issue of **combating Anti-Semitism**, as well as security and safety is a rising concern, with growing anxiety in community about this. For the first time, Jews in Western Europe feel less safe than Jews in Eastern communities. Very few people blame the governments for this, and instead see it as a civil societal problem, it is not politically led. However, there is not much optimism about Anti-Semitism as two thirds of the respondents expect this to increase, and especially more so in the west than east, which is historic change.

Intermarriage is also an important issue. Communities that have become more inclusive and tolerant of intermarriage are discovering that a sense of community and belonging does not decrease. However, there is a still a big question in many communities on how to deal with the issue of intermarriage? The survey has shown that there is an Inclusive impulse taking place on the whole.

Threats to Jewish life – **alienation** from the Jewish communities is at top in terms of threats to Jewish life, then **demographic decline** and **poverty** is at the bottom (less than before when austerity was more present). Perhaps poverty is at the bottom because we see it as easier to solve?

There is a 50/50 response as to whether the future will be better. The younger generation, however, has a more optimistic view of Jews in Europe. Most leaders endorse events like the one today and want to strengthen pan European links across Jewish communities and see this as important to facing the future.

Support for Israel is always stronger in Jewish communities and there is a sense of solidarity that is stronger in smaller communities. Western European Jews do not believe they control the media and they see it as hostile, especially to reporting on events in Israel, which is having an effect on civil society with anti Zionist feelings and in particular from Muslims.

There is overwhelming consistency on the priorities as they have not really changed over the 3 surveys in terms of times and groups. Therefore you have your work cut out – the CHALLENGE IS what you can affect at the local level given the resources. Quite a few of these are things you can do something about – you have the agency.

Conclusions

Professor Kosmin urged leaders to read the full report on the survey and to see what applies to their local areas. He advised them, “You have organisational influence in that you can recruit more people – work with education, what type of education is needed, especially how can you bring more young people into making decisions with you. Be more inclusive and get new members. Welfare is an issue, but you have dealt with this well in the past. Tend to the distinction between civic membership of the community and religious membership of the community. Finally, you as leaders need to do the marketing and sales work because in the survey you admitted that you are not reaching out effectively into the community”.

Our Programme by Maria Scordialos

Maria Scordialos, Facilitator, welcomed everyone to the participatory part of the Summit, saying that there will be no more speeches or presentations, but that as leaders together you will be the speakers for the rest of the afternoon. Maria spoke of how we are living uncertain and complex times, and how much leadership is needed to navigate these times. She emphasized the need to turn to one another, exchange knowledge and ideas, co-create the way forward and be wise collectively.

Maria shared that we will have two main conversations; (1) Creating a vision of the future leaders of Jewish Communities and (2) Creating ideas of how to respond to the concerns identified through the survey. She invited people to enter into the afternoon by practicing active listening, which is not only sharing your point of view or debating or being positional, but discovering new knowledge together. Finally she shared how she has been inspired by Rabbi Abraham Joshua Heschel, who spoke of Radical Amazement – and she urged people to be radically amazed by what they discover this afternoon.



Entering Into our Summit

Linda Mitchell, Facilitator invited everyone to see who is in the room. She began by asking people to stand up if they knew others in the room. More than half of the people stood up which indicated that this was a very well connected community.

Linda went on to invite people to show where they were from and people stood up if they were from the North, South, West, East and Central Europe. She also asked for Lay Leaders to stand up and also Professional Leaders. Finally, people were asked to indicate if they have been of service to communities for 1-5 years, 5-10 years, 10-20 years, or 30+ years. We honoured our elders by giving them a round of applause.

Envisioning our Future Leaders

Introduction

Maria invited us to think of the future leadership that our Jewish communities need. What is working now that we will carry forward and what do we need to change. How will we support our young people to move into leadership – yet also give them space to be innovative. What is the leadership we need to ensure our communities become stronger and are thriving?

Instructions on the Collective Conversation

Linda Invited everyone to really listening to each other. She shared the question for the collective conversation, “What is the future vision for our leadership”? She spoke that If someone says something that you disagree with – ask a question and ask more - listen louder – lean in and find out what they are saying.

Linda went on to share some principles for being in this collective conversation:

Contribute everything you know – bring your experience, your thinking, your feelings and contribute with your head and heart

There is flipchart paper on the tables – capture your thoughts and collect what you are saying.

Listen our for new themes and patterns.

Speak with intention to the question and listen with attention - silence can also be part of the conversation.

Finally, Linda shared that we will have two rounds of conversations and invited people to begin sharing on their visions for future leaders.

Initial Perspectives on Future Leadership

After a twenty minute conversation, Linda asked, “What happened at your table – was there something that you heard that you want share with us in the room?”

The following was shared:

We were a mixed age group – the younger ones were speaking of young leadership as being in your 20’s and the older ones were speaking of it being in your 40’s!

In our group, we made a distinction between professional leadership and lay leadership. For professional leaders, there is a need for having relationships outside of their own organisations, being a good Jew does not mean you will be a good professional leaders. We agree we need younger lay leaders, because they are more concerned and hopeful for Europe. There is a need for a vision, yet it is not easy to know what will happen in 2050.

Our table is quite varied as we come from all over Europe. We all expressed that leaders have to be visionary and able to see the changes that are taking place in their communities. They also need to be adaptive and inclusive. We also spoke of how some communities are struggling with new getting people to join in the community.

One element about conversation is that we in order to embrace the younger generations, we need different structures. We still work with traditional hierarchy, whereas now young people are more network based. If we do not embrace these structures we will not go forward.

The common denominator in our group was that leaders should be visionaries and have good communication skills, as well as be accountable and transparent.

We discussed young leadership – and how we need our older leadership to escort them, to support them with their failures and support them to become community leaders.

One of the questions raised was whether we can speak about Europe as one entity? This applies to the survey as well. We need to reinvent and reimagine Judaism and we spoke about the holocaust. Because in the Hungarian communities – we are building on traumas. Leaders need to process this trauma so that they can be healthy so they can lead others.

Linda invited one person to stay on the table and the others to move to another table – take what you were speaking at your table and share it with your new group

The Future Leaders

After a second round of conversation, each group captured visions of the future leaders we need.

We need leaders who will...

Be visionary

- Creative with vision
- Have a long-term vision
- Care for the future more than they can for today
- Set priorities for the future
- Be inspiring and engaging
- Visionary leader – must network within and without in general
- Innovative, adaptive and forward thinking
- Be charismatic
- Be wise
- Be brave and creative

Management Skills

- Be realistic about the content of the community and not the idealist view
- Be proactive - Search for different opportunities
- Be smart
- Bring the community to a higher level

- Co-ordinate tasks effectively
- Develop both business skills and Jewish culture
- Delegate to others
- Don't generalise but use local experience
- Take responsibility
- Understand the concept of 'sustainability'

Work for the Whole Community

- Work for the good of the community
- Can understand and manage the transition of integration from separation (intermarriage statistics)
- Work hard for the benefit of the community and not his/her personal use
- Leaders who are not under the political influences



Be open minded & transparent

- Flexible and adaptive
- Be agile
- Accept and be open to new ideas and trends
- Be diverse in the sense that a leader is open minded to all aspects of Jewish life
- Unite community in a transparent way
- Open to others views
- Listen

Be Inclusive

- Practice tolerance
- Encourage people who identify themselves as Jewish to participate in the community in a Jewish way of living in an inclusive way
- Foster a sense of belonging
- Listen to the people's wishes

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- To be flexible to see and understand each member of the community, no matter of his/her background
 - Work with flexibility and innovatively recognising the plurality that exists in Judaism
 - Support new people wanting to come into the community
 - Leaders must help 'break the boundaries of Jewish identify walls to be inclusive
 - Create communal spaces for all
 - Empathetic to others
 - Be of wide scope of views
 - Be approachable

Have a strong Jewish Identify

- Convey the story of being Jewish
- Develop more activities to strengthen positive Jewish identity
- Be committed/ dedicated to the Jewish cause
- Needs to be Jewish
- Stick to traditions
- Have Jewish knowledge
- Encourage positive Judaism
- Create proud Jewish identity

Strengthen Relationships and Connections

- Build and maintain relationships
- To strengthen connection between community members and diaspora
- Bring unique relationships between professionals and lay leaders
- Outgoing/ well connected with the Jewish world
- Be an ambassador of his/her people
- Be connected with other communities who manage well and will learn from them
- Be involved in relations with authorities

Cultivate the Young People

- More attention on young people
- Bring young people to the community
- Make young people feel comfortable and provide them with opportunities to show what are good at
- Brave enough to challenge the established leaders for the younger generation
- Bring young people to Jewish organisations in leading positions

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- Combine experience with next generation – mentor
 - Involve young people and develop the next generation

Honest

- They need to be a 'real mench' /honest/human and decent as a person
- Engage in the real/hard conversations

Team Player

- Work as a team including a range of skills
- Collaborate – use their skills and not their status
- Work creatively together to find solutions to problems
- Be a team builder

Heal and Transform

- Heal and transform the past

Create New Structures

- Build needed structures
- Embrace networks and not hierarchies

Be a learner

- Have the ability to learn from the Elders
- Train to be less authoritarian
- Learn from the past
- Accept feedback

Host Oneself

- Lead themselves before they lead others
- Less ego



What are the most important topics we need to get started on now?

Introduction

Maria welcomed us back after lunch and invited us to begin to create ideas for how we can address the concerns that emerged from the Survey. She said that these concerns will not change unless we work on them together to discover new solutions. So, she asked people, “What are the most important topics we need to get started on now?”

Opening the Space

Linda shared that we will work with a simple structure called Open Space Technology and showed an empty agenda board that she said will be shortly filled with Topics that the leaders themselves will call. She explained the method and then invited people to post their topics.

The following topics were posted:

- Cultivating new young emerging communities
- Including secular Jews in our congregations

- How can we build the right setting to organise on going communication between European leaders and the ECJC conference
- How to increase the level of Jewish knowledge of our leaders?



- How to reach out and best practices ?
- Regional co operation between Jewish communities in neighbouring countries
- The sustainability of small communities, finances, people
- Fundraising – how to do it
- How can we improve intimacy as a leadership skills
- How to reduce conflict in a community ?
- Including young leadership in authoritative bodies in Jewish institutions – how can we encourage young people mainly engaged in their profession or family roles to participate in leadership, how can we train them?
- How to give/keep Jewish meaning in our actions?
- How can we guarantee the sustainability of our welfare organisations?

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- Relationships between professional and lay leaders
 - How do we maintain diversity where there are significant differences in attitude and observance between members
 - Talking about mixed couples and interfaith relationships, how can we interact with Rabbis on this subject ?
 - Women Leadership
 - How can we promote more Jewish activity in Europe?
 - How can we take action against Anti Semitism ?
 - How to discover and implement ‘best practice’ from the ‘outside’ world? (industry business)
 - Co operation with government institutions

(Please see Appendix for results from Open Space Topics)



Closing Remarks

Mario closed the event by thanking everyone for their participation and also thanking Linda and Maria. He urged people to continue with their ideas and invited everyone to the Mayor's Palace for the evening.



Appendix – Results from Open Space Topics

1) Topic: Is good Jewish leadership possible???

- Name of caller & Who came: The good team
- Tweet: -
- Two ideas for Action & who should take them:
 - The leadership for the women and only one or two men!!
 - Money, please, money!!
 - Intergeneration
- One big question still not resolved:
 - Respect and Intelligence between all the staff of the Jewish Leadership!

2) Topic: Secular Jews into congregations

- Name of caller & Who came: Debbie Tal-Ruttger
- Tweet: Judaism (Two ideas for action & who should take them)
- Two ideas for Action & who should take them:
 - Don't use religious terms
 - Activities for children
 - Non-religious activities
 - -"- of Judaism
 - Spiritual experiences
- One big question still not resolved:
 - How to make them come again?

3) Topic: How can we take action against anti-Semitism?

- Name of caller & Who came:

Jacko Levi, Nancy Colman, Sam Namias, Sam Namias, Anna Zielinska, Margot Pisarkiewicz, George Kallis-Angel, Alina Brickman, Alice Gamba, Olga Ceriani, Ronny Naftaniel

- Tweet: Hate against Jews is hate against humanity
- Two ideas for Action & who should take them:
 1. Effective legislation: Higher punishment for anti-Semitic attacks, combat racism as a whole. Anti-Semitism is a part of a wider problem, that of racism, which is deep rooted.

2. Poster-boy formula: having non-Jews speak on our behalf . i.e. survey carried out by an objective (non-Jewish) authority (like a university).

3. Reshaping of education:

- External: Include Jewish/holocaust education on the school's curriculum, holocaust remembrance day it should be national = memorial day | We are all leaders of ourselves, we are both individually and collectively leaders of Judaism.

- Internal: Provide better education for Jews as well, in order for them to advocate for themselves through actual facts and references They shouldn't view anti-Semitism as a matter of a 50 year old, but through the eyes of a 15 y.o. The latter is less adequate to respond to an anti-Semitic threat.

- One big question still not resolved: Why people hate Jews? Why do they blame Jews for societal problems?

4) Topic: Including young leadership in authoritative bodies in Jewish institutions & how do we train them to become leaders?

- Name of caller & Who came:

Dan, Dalia, Minos, Karine, Zsuzsa, Julia, Sabrina, Philille

- Tweet:

@young #Jews in #Europe:

#claim your space in your #Jewish community, i.e. leadership: #trust them and #let them lead our way!

- Two ideas for Action & who should take them:

- Trust youth/young leaders to do their own programming. Give them a budget and ask them to comply with security.

- Give them the opportunity to learn, train, ask questions from a young age.

- One big question still not resolved: How do we convince Jewish leadership to try to trust their youth (to do their own programming)?

5) Topic: Professionalizing Jewish Organizations

- Name of caller & Who came:

Rachel Guez + Joey Leskin + Alan Dunwell

- Tweet: #Professional Jews are Jewish Professionals

- Two ideas for Action & who should take them:

- First identify skills needed/ lacking in your organization

- Training for both professionals and lay leaders

- Ensuring the right people are in the right positions

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- One big question still not resolved: Jewish Ethos / Values / Culture vs Professional Organisational efficiency

6) Topic: Women Leadership

- Name of caller & Who came:

Natalia, Michael, Aleksandra, Susie, Judith, Alain

- Tweet: "The biggest challenge is to be a woman, don't be afraid to be a leader."
- Two ideas for Action & who should take them:
 - Keep talking about it
 - Challenge the way our organizations lead to attract women & challenge the 'man's' club
- One big question still not resolved: Is it a generation question or a diversity issue?

7) Topic: Promotion of activities in Europe

- Name of caller & Who came: Motti
- Tweet: (Fortunately) This audience seems to be interested in activity. How do we do it?
- Two ideas for Action & who should take them:
 - Getting our next generation to participate in sport, in informal education and in our Jewish culture
- One big question still not resolved: How do we connect to achieve our target goal?
Networking is a key!

8) Topic: How to increase the level of Jewish knowledge?

- Name of caller & Who came:
Jonas Belaiche, Angela Murphy, Daniela Greiber, Michael Paley, Julia Lundt
- Tweet: It is strange Jewish studies is often mixed with level of Jewish practices.
- Two ideas for Action & who should take them:
 - Develop program of Jewish studies:
 - Disconnected from religious level
 - Attractive ones
 - Modernly taught
 - Addressing social / political issues
- One big question still not resolved: How to make people realize it is an important / vital question?

9) Topic: Talking about mixed couples and interfaith relationships, how do we interact with rabbis on this issue? Be more welcoming to these families?

- Name of caller & Who came:

Caller= Marguerite Zauberman

Eli Anavi, Fredi Rembaum, Raanan Dotan, Sandra Baer, Taly Shaul, Vadim Latuta, Anita Kantor

- Tweet: -
- Two ideas for Action & who should take them:
 - Create multi offers o introduce on Jewish spouses to Judaism for them to choose whether they want to convert or to just help their children in a Jewish life community leaders + JCC leaders
 - Convince rabbis to accept conversions by children when they decide to become Bar or Bath Mitzva with parental agreementSynagogue or communities lay leaders
 - As a leader, contribute to define the characteristics of your community and a rabbi accordingly synagogue-lay leaders (now we have to convince the Tzar...)
- One big question still not resolved: On which grounds can we decide whether one is Jewish or not, if not according to Halacha?

10) Topic: Small community's sustainability -financial -people

- Name of caller & Who came:

Miki Modiano, Haim Namias, Johanna Novis, Peter Berenyi, Em. Viterbo, Dan. Misul, Lia Amram, Vadim Ryvlin, Ina lapidus, Adam Lewis, Ester Stella, Gita Umanovska, Rachel Brunel, Miri Benchetrit, Sara Adut

- Tweet: Build the future with the young generation
- Two ideas for Action & who should take them:
 1. Better quality services in order to involve more people and more income (leadership)
 2. Fundraising of specific projects
 3. Strong young lay leadership
- One big question still not resolved: How to keep young people in their communities

11) Topic: Outreach

- Name of caller & Who came:

Maria Goutman, Jonathan Ornstein, DLK, Zsuzsa Fritz, Michael Paley

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- Tweet: What is outreach? What does it mean to belong? (what are new forms of connecting?) Why outreach? Are we able to meet people as they are?
 - Two ideas for Action & who should take them:
 1. Applying contemporary ideas of behavioral psychology and marketing (not taking it for granted)
 2. Diversifying connection points and definitions of belonging
 3. Taking larger responsibility for continuity as a way of redefining intimacy
 - One big question still not resolved:
 - Challenge of being exclusive and inclusive at the same time.
 - Tension between intimacy and outreach...
 - Want to be among people who are like me, but need to reach out to those who are different in order to accept the “other”.
 - We need to have thick enough walls to feel safe.

12) Topic: How to reduce conflicts in a community

- Name of caller & Who came:
Marcin Grynberg, Nitzan Winograd, Avital Petel-Tzuck, Raina Sheaf, Giada Maiolini, Zsuzsa Fritz, Monis Chalegoua, Giulia Tura, Robert Owen
- Tweet: Community - common unity. What we have in common that unites us
- Two ideas for Action & who should take them:
 1. Provide neutral spaces for all, with the help of a facilitator
 2. Build from bottom up, from the grassroots.
- One big question still not resolved: Who will take this forward in the community?

13) Topic: How to maintain diversity within a community where there are significant differences in outlook and observance of members

- Name of caller & Who came:
Adrian Tellwright (York, UK)
Rosemary Peters, Ron Shor
- Tweet:

There is an expectation of diversity – a measure tolerance in accepting diversity / difference.

Open diverse communities can hold together.
- Two ideas for Action & who should take them:
 1. Retaining members recognizing that there are a mixture of social / religious needs. *given

-
- 2. Accepting with good grace that our community is not right for everyone, but keeping the door open for members who want to retain some contact (in a more limited way).
 - One big question still not resolved: How can we maintain a sense of social/religious inclusion given the complex reasons for the great diversity which exists within the community?

14) Topic: Challenge of volunteers and lay leaders working with professionals

- Name of caller & Who came:
Eugenia Lvova
Frederic Weil, Sophie Kharouby, Hayim Hason, Lina Filiba, Natasha Medved, Ana Hermanovic
- Tweet: Professionals and lay leaders partners for the future of the community.
- Two ideas for Action & who should take them:
 1. Creating bylaws and rules for defining responsibilities for both volunteers and professionals.
 2. Ongoing education for both volunteers and professionals as a source of good motivation for working side by side
- One big question still not resolved: How to create a harmonious environment of work where volunteers and professionals strive for the same goals?

15) Topic: How can we improve intimacy as a skill of leadership?

- Name of caller & Who came:
Rutt Shalev
Meital Studerya
- Tweet: Intimacy is a powerful tool to open people up/ Intimacy as an anchor for community
- Two ideas for Action & who should take them:
 1. Communication training for leaders
 2. Promote the value of intimacy, create awareness by modeling
 3. Inspiration from the field, examples of practical achievements
- One big question still not resolved: Intimacy is scary. How do we/ how can we create a comfortable space to introduce new possibilities of connectivity, communication between us?

16) Topic: Cultivating new, young, emerging Jewish communities

- Name of caller & Who came:

Aharon Ariel Lavi

Sally, Shirley, Solomon

- Tweet: Many young Jews don't find themselves in established communities and are experimenting with new forms of Jewish communities.
- Two ideas for Action & who should take them:
 1. Open a channel of communication between established Jewish institutions and new emerging intentional communities.
 2. Listen with respect to their ideas and give space for their creativity.
- One big question still not resolved: How Jews on the periphery create viable communities and enrich Jewish lives?

17) Topic: Cooperation with governmental institutions

- Name of caller & Who came:

Olga

Inna, Dmitri, Gabriel

- Tweet: Government will not come to you, you go and seek for cooperation.
- Two ideas for Action & who should take them:
 1. Board members should come up with ideas for projects interesting for municipalities.
 2. Community workers should know more about municipal development plans.
- One big question still not resolved: Lack of funds.

18) Topic: Regional cooperation between Jewish communities in neighboring countries.

- Name of caller & Who came:

David Maxa and Vlasta Rut Sidonova

Hartmut Bomhoff, Julia Lansberg, Madelon Bino, Sarah Choukroun, Taly Mair, Larry Sefiha

- Tweet: Connect interest groups, share individual expertise, build personal contacts.
#yachad
- Two ideas for Action & who should take them:
 1. To twin/exchange interest groups, for example nurses, educators.
 2. Jewish "Erasmus" programs to get to know other Jewish environments
 3. Regional Machanot.

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- One big question still not resolved: Who is in charge of administration and coordination?

19) Topic: Sustainability of S.W. organizations

- Name of caller & Who came:

Laslo (Lazi)

Mano, Daniel, Rosa, Marina, Violeta, Cetin, David, Laurie, Andras, Taly

- Tweet: SW is everyone business, it is only sustainable by effective use of social capital.
- Two ideas for Action & who should take them:
 1. Building capacity and capability in communities
 2. Long-term planning in all strategic issues.
- One big question still not resolved: -

20) Topic: Challenge of volunteers and lay leaders working with professionals

- Name of caller & Who came:

Eugenia Lvova

Frederic Weil, Sophie Kharouby, Hayim Hason, Lina Filiba, Natasha Medved, Ana Hermanovic

- Tweet: Professionals and lay leaders partners for the future of the community.
- Two ideas for Action & who should take them:
 1. Creating bylaws and rules for defining responsibilities for both volunteers and professionals.
 2. Ongoing education for both volunteers and professionals as a source of good motivation for working side by side
- One big question still not resolved: How to create a harmonious environment of work where volunteers and professionals strive for the same goals?

21) Topic: How to best achieve the right setting for European leaders to effectively connect on an on-going basis?

- Name of caller & Who came:

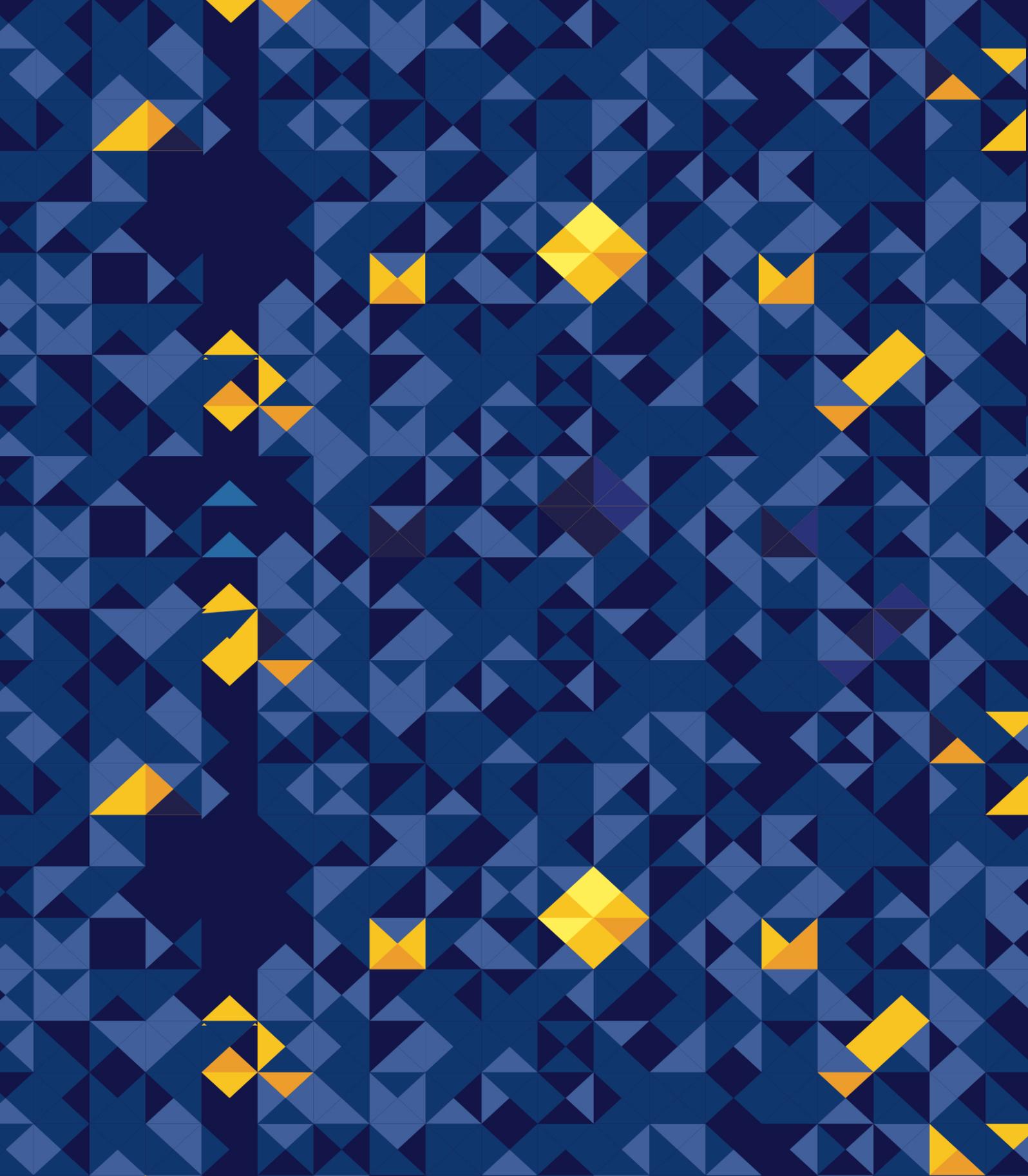
David Revcolevschi (France) ECJC, FJTU

Moshe Teller (UK) Jewish Care

Juliet Kent (Spain) JDC

- Tweet: Hey ECJC ambassadors, wake up! Digitally, bilaterally, multilaterally, engage in building on our shared responsibilities and successes!
- Two ideas for Action & who should take them:

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1. Build a team of local ambassadors (volunteers to be recruited and leaders) that connect actively local community leaders outside of scheduled events. WHO: ECJC
 - + connect those who do not participate in the conference
 - + animate informal digital networks
 2. Celebrate successful connections and share these stories throughout the European network
- One big question still not resolved: Build a sense of common and collective European Jewish concern and identity



European
Council
of Jewish
Communities

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